



**AZ CAREER PATH**  
**TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)**



Aviation Maintenance Administrationmen (AZ) perform a variety of clerical, administrative and managerial duties necessary to keep aircraft maintenance activities operating efficiently. The rating requires close communication with all other aviation maintenance ratings					
<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO ADVANCE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/SHORE ROTATION</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
26-30	AZCM	25.33 Yrs	CSEL, 8CMC	36/36	Follow-on Shore Tours
23-26	AZCM AZCS	25.33 Yrs 18.33	CSEL, 8CMC/8CSC	36/36 36/36	4 <sup>th</sup> Sea Tour Billet: MMCPO/MSCPO/Staff LCPO/Production LCPO/ SEL/CSEL Duty: AMMT/Squadron/FRC Qualification: Senior Enlisted Academy/SFF/SFM
20-23	AZCS AZC	18.33 Yrs 13.65	CWO, CSEL, 8CMC/8CSC, ECM, Rating Detailer	36/36 36/36 48/48	3 <sup>rd</sup> Shore Tour Billet: MMCPO/MSCPO/Staff LCPO/Production LCPO/QAS/QAO/ACOR SEL/CSEL Duty: PERS/AMMT/WING/ Squadron/FRC/NRC Qualification: Senior Enlisted Academy/NRC PQS
16-20	AZCS AZC AZ1	18.33 Yrs 13.65 8.77	OCS, CWO, CSEL, 8CSC	36/36 48/48 48/36	3 <sup>rd</sup> Sea Tour Billet: Maint LCPO/Dept LCPO/QAS/QAO/CSEL Duty: AMMT/Squadron/FRC Qualification: SFF/SFM/NEC/SEA
12-16	AZC AZ1	13.65 Yrs 8.77	OCS, LDO, CWO, CSEL, RDC, Command Climate Specialist, Instructor Duty	36/36 48/48 48/36	2 <sup>nd</sup> Shore Tour Billet: Instructor/DIV LCPO/ Maint & Prod Control/QAS/QAO/ACOR Duty: Squadron/FRC/TYCOM/Staff Qualification: EAWs/SFF/SFM/NEC/SEA
8-12	AZ1 AZ2	8.77 Yrs 3.35	OCS, LDO, CSEL	48/48 48/36 48/36	2 <sup>nd</sup> Sea Tour Billet: LCPO, Maint & Prod Control/ Logs and Records LPO/ NALCOMIS DBA/ CTPL/ Maint Admin LPO Duty: Squadron/ FRC/TYCOM Qualification: Maint & Prod Chief/ Phase Coord/ SFF/SFM/NEC/EAWs
5-8	AZ1 AZ2 AZ3	8.77 Yrs 3.35 2.07	STA-21, LDO, RDC, Instructor Duty	48/36 48/36 48/36	1 <sup>st</sup> Shore Tour Billet: Instructor/ Maint & Prod Control/ NALCOMIS DBA/L&R/ CTPL/ Maint Admin LPO/SUP Duty: Squadron/FRC/TYCOM Qualification: NRC



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					PQS/NEC/EAWS/MTS
<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO ADVANCE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/SHORE ROTATION</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
1-5	AZ2 AZ3	3.35 Yrs 2.07	STA-21, OCS	48/36 48/36	1 <sup>st</sup> Sea Tour Billet: Maint & Prod Control/ L&R / CTPL/ Maint Admin Clerk Duty: Squadron/ FRC Qualification: NEC/EAWS/QPJ/QPA
1+/-	AZAN AZAA Accession Training	9 Months		48/36	Recruit Training (8 weeks)/'A' School (8 weeks).

Notes:

1. "A" School is not required.
2. AZ Rating requires a DONCAF adjudicated security clearance and is not waiverable.
3. NECs held:

724B: Aviation Maintenance Material Control Master Chief  
 770B: Aviation Maintenance/Production Chief  
 F01A: F-18 Automated Maintenance Environment Operator  
 F02A: Optimized NALCOMIS System Administrator/Analyst OMA  
 F03A: Optimized NALCOMIS Database Administrator/Analyst IMA  
 805A: Instructor

4. ACRONYMS INCLUDE:

ACOR	Alternate Contracting Officer Representative
MMCPO	Maintenance Master Chief
MSCPO	Maintenance Senior Chief
CSEL	Command Senior Enlisted Leader
SEL	Senior Enlisted Leader
QAR	Quality Assurance Representative
CDQAR	Collateral Duty Quality Assurance Representative
SFF	Safe for Flight
SFM	Safe for Mission

**Considerations for advancement from E6 to E7**

**NOTE:** *Intermediate Leader Development Course (ILDC) and Advanced Leader Development Course (ALDC) will be a prerequisite for advancement to E-6 and E-7 respectively, starting in calendar year 2025.*

1. Sea Assignments
  - Documentation of utilizing in-rate qualifications
    - Safe for Flight Certification



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- OOMA Database Administrator / Analyst
- At least one warfare pin (AW primary)
- Should have served as LPO or Assistant LPO with documented leadership impacts.
  - Production Division
  - Quality Assurance
  - Maintenance Control
- Safe-For-Flight (SFF)/Safe-For-Mission (SFM) Qualification **O-Level (Squadron)**
  - \*\*\*SFF/SFM qualification is not required for advancement to E-7 but is considered to be the pinnacle of aviation maintenance qualifications. E-6's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification.
- Command Collateral duties with documented impact.
- FCPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360/Sailor 2025 Initiative with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

2. Shore Assignments

- Fleet Replacement Squadron (FRS). There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations.
  - Squadron Augment Units (SAU) augment and support Fleet Replacement Squadrons and type wing operational requirements.
- O-Level (FRS/SAU) favorable positions include:
  - Safe-For-Flight/Safe-For-Mission (SFM) Qualification
    - \*\*\*SFF/SFM qualification is not required for advancement to E-7 but is considered the pinnacle of maintenance qualifications. E-6's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification.
- I-Level shore facility favorable positions include:
  - Production Control LPO with documented leadership impact.
  - Quality Assurance LPO with documented leadership impact.
  - Lean Six Sigma Green Belt Qualified or Black Belt Qualified
- When assign to a Navy Reserve Activity, completion of the Navy Reserve Activity Staff Personnel Qualification Standard (PQS) - NAVEDTRA 43075-A series should be completed during an assignment.
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Strong consideration for certain successful tours, which demonstrate leadership, character, and ability to communicate effectively.
  - Instructor/TYCOM/WING
  - Attainment of 805A Instructor NEC and Master Training Specialist (MTS) qualification if eligible.
- Command Collateral duties with documented impact.
- FCPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360/Sailor 2025 Initiative with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

**Considerations for advancement from E7 to E8**

**NOTE:** Chief Petty Officer Leader Development Course (CPO-LDC) will be a prerequisite for advancement to E-8 commencing with the Fiscal Year 2026 Selection Board.

1. Sea Assignments

- At least one warfare pin (AW primary)



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- Safe for Flight (SFF)/Safe for Mission (SFM) Qualification if stationed at the **O-Level (Squadron)**
  - SFF/SFM Qualified on at least one aircraft platform
- At least 12 months in a command role / billet
  - Maintenance LCPO
  - QA LCPO / QAS
  - Detachment LCPO / SEL
- Strong consideration for designation as a Detachment LCPO
  - Rescue DETs and DETs for new delivery aircraft do NOT qualify as Detachment LCPO
- Strong consideration for personnel designated as an Alternate Contracting Officer Representative (ACOR) at a contract maintenance command.
- Strong consideration for arduous duty as Aviation Maintenance Management Team (AMMT), which demonstrates leadership, character, and ability to communicate effectively.
- Command Collateral Duty with documented impact
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360/Sailor 2025 Initiative with strong involvement and documented impact. Special consideration should be given to those in leadership positions

2. Shore Assignments

- At least one warfare pin (AW primary)
- Staff Duty
  - TYCOM Advisor/WING Inspector/Rating Detailer
- Fleet Replacement Squadron (FRS). There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations.
  - Squadron Augment Units (SAU) augment and support Fleet Replacement Squadrons and type wing operational requirements.
- At least 12 months in a command role/billet:
  - Maintenance LCPO
  - QA LCPO
- I-Level shore facility:
  - Production Division LCPO
  - Quality Assurance LCPO
  - Production Control LCPO
- When assign to a Navy Reserve Activity, completion of the Navy Reserve Activity Staff Personnel Qualification Standard (PQS) - NAVEDTRA 43075-A series should be completed during an assignment.
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Strong consideration for certain successful tours, which demonstrate leadership, character, and ability to communicate effectively.
  - NRC SEL/Instructor/TYCOM/WING
  - Attainment of 805A Instructor NEC and Master Training Specialist (MTS) qualification if eligible
- Strong consideration for personnel designated as an Alternate Contracting Officer Representative (ACOR) at a contract maintenance command.
- Command Collateral duties with documented impact.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.



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**Considerations for advancement from E8 to E9**

**1. Sea Assignments**

- The 724B NEC is recommended for advancement to E9, as it is the pinnacle NEC qualification, unless member is assigned to a billet on the Aviation Maintenance Management Team (AMMT).
- Strong consideration for arduous duty as Aviation Maintenance Management Team (AMMT), which demonstrates leadership, character, and ability to communicate effectively.
- Strong consideration for personnel designated as an Alternate Contracting Officer Representative (ACOR) at a contract maintenance command.
- Completion of Senior Enlisted Academy or other service equivalent is required.
- Successfully led a Maintenance Department.
- At least 12 months in a command role/billet
  - Maintenance SCPO - Qualified Safe For Flight/Safe For Mission
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
  - QAO/QAS
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
- At least one warfare pin (AW Primary)
- Senior Enlisted Leader during absence of incumbent
  - Not required for advancement however a positive indicator of responsibility, character, competence and integrity.
- Command Collateral duties with documented impact.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360/Sailor 2025 Initiative with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

**2. Shore Assignments**

- The 724B NEC is recommended for advancement to E9, as it is the pinnacle NEC qualification.
- Senior Enlisted Academy or other service equivalent (Required)
- Fleet Replacement Squadron (FRS). There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations.
  - Squadron Augment Units (SAU) augment and support Fleet Replacement Squadrons and type wing operational requirements.
- At least 12 months in a command role / billet
  - Maintenance SCPO (O-Level) – Qualified Safe For Flight/Safe For Mission
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
  - QAO/QAS
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
- Staff Duty
  - TYCOM Advisor/WING Inspector/Enlisted Community Manager
- I-Level shore facility:
  - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.) and serving in one of the following billets:
    - Production Division LCPO
    - Quality Assurance LCPO
    - Production Control LCPO
- At least one warfare pin (AW Primary)
- Strong consideration for certain successful tours, which demonstrate leadership, character, and ability to communicate effectively.



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- NRC SEL/TYCOM/WING
- When assign to a Navy Reserve Activity, completion of the Navy Reserve Activity Staff Personnel Qualification Standard (PQS) - NAVEDTRA 43075-A series should be completed during an assignment.
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Strong consideration for personnel designated as an Alternate Contracting Officer Representative (ACOR) at a contract maintenance command.
- Senior Enlisted Leader during absence of incumbent
  - Not required for advancement however a positive indicator of responsibility, character, competence and integrity.
- Command Collateral duties with documented impact.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360/Sailor 2025 Initiative with strong involvement and documented impact. Special consideration should be given to those in leadership positions.